

WORKING TO FORM A MORE PERFECT UNION:

Honoring Women

IN PUBLIC SERVICE AND GOVERNMENT



1. WHAT DO YOU DO, AND WHY IS IT IMPORTANT TO THE SOLDIER?

I currently serve as the Increment II (INC II) Product Manager (PdM) for the Integrated Personnel and Pay System-Army (IPPS-A). I am responsible for the development, integration, testing, fielding and sustainment of IPPS-A, INC II, which will provide the majority of IPPS-A functionality and is essential to integrating Human Resources and Military Pay into an Enterprise Resource Planning (ERP) system. Why is it important to the Soldier? IPPS-A will have a direct impact on every Soldier from PV1 to 4-Star General for personnel and pay. How many systems can say that? Getting this system "right" means, as an example, that a Soldier will get promoted and paid at the same time; it means National Guardsmen/Reservists will get paid when mobilized and not have to worry about the months it takes before they and their families receive a paycheck; it means the Army will be able to manage all three components from one system. The Army has invested in the best technology to support its greatest asset, the Soldier, and my job is to make sure it makes Soldiers' and Commanders' lives easier by integrating the functionalities of these disparate personnel and pay systems.

2. WHAT LED YOU TO A CAREER WITH THE ARMY?

I had a bad semester in college which led me to an Army Recruiter's office to enlist in the Reserves in order to fund my way through school when I lost the "Mom and Dad Scholarship." That bad semester led to one of the best decisions I've made in my entire life and that enlistment led me back to college and into ROTC. My husband and I have always agreed that I'd get out of the Army when I stop enjoying my job and having fun...I'm still here today! We're grateful for the opportunities and benefits the Army has given us as a family and continue to be grateful for the privilege to serve our Great Nation.

3. WHO WERE YOUR MENTORS OR HEROES?

My hero is someone I've always admired, Mother Teresa of Calcutta. Mother Teresa is a person who dedicated her life to serve and love others – she epitomized selfless service. She did everything with humility, mercy and complete reliance on her faith in God. Thinking about her makes me want to be a better person.

4. MOTTO OR FAVORITE QUOTE?

"The best things in life don't cost money" and "never love anything that can't love you back" are my favorite quotes and I don't know who to credit for them. It helps me keep things in perspective that material things will never be more important than my faith, family, friends, integrity or service to others.

5. ADVICE TO THE NEXT GENERATION?

Technology, no matter how good and exciting, should never take the place of the importance of the human interaction and developing those connections and relationships with the people who matter most to us. Make a conscious decision to unplug...be present. It might seem like an odd piece of advice coming from me, a PM who is leveraging technology to build a modern HR business system. That said, I realize that every day we're building IPPS-A, we're building a system for Soldiers, Commanders, HR professionals – there are people at the end of every process.

LTC Nicole Reinhardt

TITLE: Product Manager, IPPS-A Increment II

TOTAL YEARS OF ARMY SERVICE: 23 Years

HOW LONG AT PEO EIS: 8 Months

EDUCATION: Bachelor of Science in Chemistry, University of Oklahoma; Masters in Procurement and Acquisition Management, Webster University

AWARDS & DECORATIONS: Legion of Merit Medal, Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, Parachutist Badge, Air Assault Badge and Army Staff Identification Badge



WOMEN'S HISTORY MONTH 2016

